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conditions that cause the differential in pay in the first place. So then in order to maintain the quality of your computer programming, you need to raise for market reasons the salary of computer programmers. So you have to do it and you do it, but under the comparable worth theory, you are then stuck in the position of having to raise secretaries to an even higher level when already they are at the top in terms of their comparability to the private sector at that level. So the problem with the whole comparability theory is that it ignores some things in supply and demand law that are legitimate...legitimate items. Now the amendment says to take into account legitimate economic supply and demand factors. I want to talk a minute by what I mean by legitimate. I do not mean or mean to infer that I think that all of the factors that go into the supply and demand calculation, that unconscious calculation that millions and millions of people make together haphazardly, I don't mean to say that I think all of those are strictly economic. I think that there are, in fact, some built in discrimination into that factoring, discrimination that is basically some residual, some leftover from old attitudes that we have held in this society for decades and decades and decades. The fact is that women just haven't yet...are just beginning now to infiltrate into the different job categories, and in my opinion, that infiltration will eventually make the problem that we are dealing with today seem like a remote aberration of 1984, twenty years from now. Everything we are talking about right now, in my opinion, is a hurry-up affirmative action type of activity. So there is some of that in the private supply and demand theory but also in the private supply and demand theory are real economic factors. If there are a lot of people there, if there is a crunch, an economic crunch, a disaster, there is a lot of different aberrations that can affect how much you have to pay to get somebody to do a job that really don't have anything to do with discrimination, in my opinion.

SENATOR KAHLE PRESIDING

SENATOR KAHLE: One minute.